

Welcome Back!

Let me take this opportunity to welcome back our 1st Vice President, Ms. Linda Tavolaro, from maternity leave! For those of you who may not know, Linda, Tony, & AJ welcomed into their family a baby girl, Ms. Melissa Kayla, last January, in spectacular fashion, during an ice stormy day, with a home-birth, whereby father and St. Leonard police constables assisted in the process!



Glitz and glam is now over, Ms. Tavolaro... you were missed. Paul and I did you proud, now back to the grind!

This next part would have normally been our “au revoir” to Paul, for his replacement on the Executive Committee, but Paul will be staying on at the APPA. He will not have any specific dossiers to take care of as he is released to work on many projects at the APPA, for the next few months. Therefore, although I thank Paul from the bottom of my heart for his work while replacing on the Executive Committee, I will withhold my tears and goodbyes for another time!

Love you both,
Debbie

Brrrrr!!!

What a cold two-week break!

It seems one had to travel quite far to find warm temperatures. Many who spent time in Florida complained of the cold. NO sympathy from me!!! In talking temperatures those in Florida had 35 plus degrees warmer than those of us in the Montreal deep freeze. I would happily take 5 degrees on the plus side!

Other than the weather, we, on the Union Council, hope you all had time to enjoy family and friends, along with some rest and relaxation.

We wish you all a very Healthy and Happy 2018 !

P.S. The New Year often brings resolutions....why not make one of your resolutions:

“Getting involved in the APPA!”

Have a great year!

Robert Plunkett
Union Council member
Special Education
Technician, Nesbitt School



New Employee and Family Assistance Program

The APPA-EMSB was informed by Ms. Christine Dénommée (Human Resources Director) on November 29, 2017 that the Employee and Family Assistance Program would no longer be provided by the Shepell group. Instead, as of December 1st, 2017, the EMSB's Employee and Family Assistance Program will be provided by **HOMWOOD HEALTH/ SANTÉ**. You can get information concerning their services at: www.homewoodhealth.com. For our French members, your contact web address is: www.homewoodsante.com. Employees, their spouse and dependants are all eligible to receive free services 24 hours a day / 7 days a week.



Homewood
Health | Santé

Convocation to a meeting with your School or Center's Administrators

(By Paul Robichaud, APPA Union Council Member)

It's Monday morning, you have just arrived at work, you pass by the office and the secretary informs you that your Principal, Vice-Principal or Director would like to have a meeting with you at 11:00 a.m. You immediately feel uneasy and inquire as to why he/she would like to see you. Unfortunately, the secretary answers she has no idea and hands you the slip indicating the time for your meeting. At this point, you are thinking I will ask my school union delegate to accompany me at the meeting so I have a witness to what will be said during the meeting. You are already feeling a bit better because you are thinking that you will be accompanied during the meeting. You go off to find the delegate, ask him/her if she is available, he/she agrees to attend the meeting with you.

Eleven o'clock rolls around, both you and your union delegate are waiting outside the principal's office. He/she comes out to greet you and invites you to come into his/her office. You inform your administrator that you would like the delegate to attend the meeting with you. He/she says, "NO". You tell him, it's your right to have a witness. He/she informs you that contrary to

popular belief, an administrator can permit a delegate to be part of a meeting but he/she is not obliged to do so, and he/she has decided he/she wants to speak to you alone.

The question is then, "Is the administrator right in saying he/she is not obligated to accept that your school's union delegate attend the meeting?" Unfortunately, he/she is right. Nowhere in our collective agreement (except for disciplinary measures covered in article 8-4.00) does it state that an administrator must accept union representation to accompany a member during a meeting with his/her immediate superior. Taking this into consideration, the APPA-EMSB executive has requested, during a

Labour Relations meeting with Human Resources, that such a policy be put in place so our members can feel supported when they have to attend a meeting with their immediate superior. The request was received and they informed us they would look into it and get back to us with an answer. The ball is now in their court and we are waiting for a response.



Collective Insurance Renewal

We have received the new rates for the collective insurance plan. These rates are applicable as of January 1st, 2018. As always, you can refer to our website at www.appa.qc.ca in order to get the complete information about the insurance coverage and documents.

| Premiums as of January 1st, 2018 | Health I | Health II | Health III | Dental |
|----------------------------------|----------|-----------|------------|--------|
| Individual | 44,20 | 55,66 | 90,03 | 16,88 |
| Single Parent | 60,05 | 75,71 | 122,67 | 23,98 |
| Family | 70,95 | 89,57 | 145,47 | 45,24 |



ENSEMBLE!

Find us online at www.appa.qc.ca

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